

Union ★
Update

OPEIU
Local



For Local 8 Members at Crisis Connections

March 23, 2022

Cheers to Anh Bui, Information and Referrals Specialist



“Anh consistently submits excellent RC query scenarios that help us gather more helpful information from our agency contacts. This thoughtful and thorough approach to the work really facilitates connecting the caller to the necessary resource in a more effective way!”

-Carol DeSalles, Information and Referrals Specialist/Resource Center

Reminder, as part of an on-going effort to support and celebrate each other with compliments and acknowledgement, submit your **Cheers for Peers** to Valarie Peaphon, Union Representative, at Valarie@opeiu8.org. We'll then spotlight your coworker in an upcoming update and also give you both some union swag.

Compensation Issues: Fighting for What's Right!

Review Your Pay Stub! Were You Paid Correctly for Working Over 40 Hours During a Holiday Week?

The Union believes Crisis Connections recently changed its interpretation and application of overtime pay during holiday weeks. It appears Crisis Connections did not include hours worked on President's Day when calculating overtime for the week of 02/20/22 - 02/26/22. As a result, we are aware of at least three Crisis Department employees who did not receive the proper overtime pay on their 3/15 paycheck (which included hours worked during the week of President's Day).

All hours worked in excess of 40 within the 7-day workweek should count toward overtime. We have reached out to Crisis Connections to have this rectified ASAP.

There are labor laws that set parameters around hours and compensation as they relate to overtime and Crisis Connections cannot provide something less than is guaranteed by law. The Union reviewed both the past practice and internal policies regarding Holiday Pay and Overtime/Premium Pay and we simply don't see how Crisis Connections can justify denying the overtime. Holiday pay and overtime are clearly two separate and distinct things. Receiving one should not prohibit an employee from receiving the other.

Review your recent pay stub and if you weren't compensated for working overtime please email Valarie Peaphon, Union Representative, at Valarie@opeiu8.org.

[Click here for more information](#) on overtime from the Washington State Department of Labor & Industries.

Questions? Contact Tara Powell, Union Representative, 206-441-8880 ext. 106 or Tara@opeiu8.org.



OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8

1-800-600-2433 or 206-441-8880 ★ Fax: 206-441-441-0207 ★ www.opeiu8.org

Find us on  www.facebook.com/OPEIULocal8

psiel#1239/afl-cio